

The S.R.O. Puzzle

Sgt. Richard Davies / Pine Bluff, AR



Who Am I...?

- Sgt. Richard Davies
- 14 Years Law Enforcement
- Northwestern's School of Police Staff and Command
- Law Enforcement Instructor
- 8 Years SRO / SRO Program Supervisor
- Hostage / Crisis Negotiator
- Public Relations / Information Officer
- Gang Officer
- G.R.E.A.T Officer
- Vice-President Arkansas Safe Schools Association
- *"Just putting an officer in the school is not enough."*



The Puzzle

- Many law enforcement agencies and school districts are entering into the *partnership*, that is the SRO Program, *without fully understanding its true function.*



“Do What You Do”

- How did I become involved in the S.R.O. Program...
 - 1994, and life was good...



Some Pieces of the Puzzle

Recruiting

Funding

Supervision

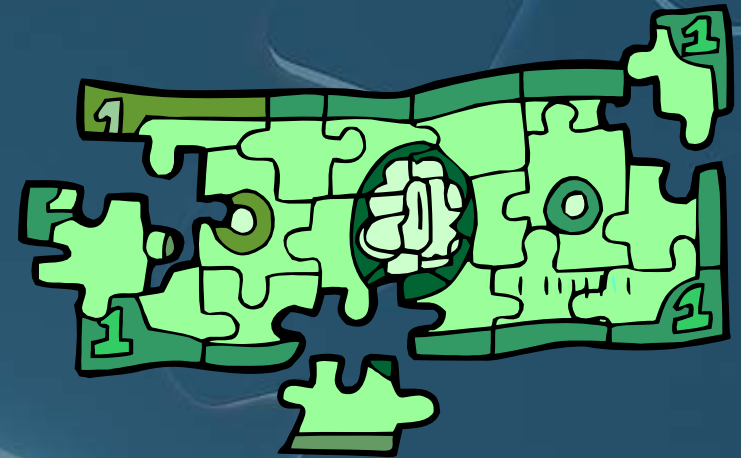
Evaluation

Understanding

Training



Funding



- School District
- Law Enforcement Agency
- Grants
- Shared Funding



Recruiting



- **Full time certified police officers that volunteer for the position!**
- Ability to work with and genuinely concerned about young people
- Must be a self-starter and able to work without continuous supervision
- Able to handle numerous tasks at the same time
- Highly motivated and dedicated
- Willing to work long hours.....*sometimes without getting paid... money*
- Able to develop lesson plans and conduct class presentations and or training of students, staff and parents.
- Must have above average attendance record
- Possess good communication skills
- Not afraid of self-disclosure.
- **Fair...Honest...Consistent**




Pieces of the Puzzle

The officer assigned to work in the school must become a teacher and a counselor, while maintaining his/her identity of a law enforcement professional...thereby...

Enhancing the educational process and creating a positive role model.



Memo of Understanding

- 
- *Written contract or agreement* between school and police department.
 - *If you are grant funded what are the goals and objectives?*
 - Enforce the Laws and Ordinances of the City/County or State of Jurisdiction
 - Protect the Safe and Orderly Environment of the School
 - Protect the Students, Teachers, Administrators, Staff and Parents.
 - Be a Legal Resource for the Staff and Admin.



Basic Triad Concept of the S.R.O. Program

- Law Enforcement
- Teacher
- Counselor





Law Enforcement

- Help school administrators perform safety and security analysis of the school campus
- Conduct awareness training for school faculty
- Help train security personnel
- Involve students, teachers, parents, and administration in school security
- Keep track of gang members, troubled students, and trouble makers
- Be Very Visible!



Teacher

The Classroom is
Where You Reach the
Most Kids





Counselor

- Officers must be trained and understand...
 - Available to the students, staff, parents, administrators at all times
 - Not to interrogate...but to listen to their problems and concerns
 - Act on the situation. Remember you will see them everyday.
 - Take them seriously. If a child (or adult) says they are going to kill themselves you better believe it.
 - Be prepared for anything and everything to walk through the door.
 - I think I'm pregnant,
 - I'm being abused,
 - I'm running away,
 - I'm hungry
- Administrators must support and allow the officer to do their job.

to do their

To: OD
From: Heather
Thanks for -
me with all my
problems!!
99-00



Officers Must be a *Resource*

- Have pamphlets and information available on topics ranging from gangs, drugs, date rape, etc.
- Know where to get help for those who need it
- Serve as a legal resource for school community
- Be available as a guest speaker in the classroom and community
- Be a liaison between your agency, schools, courts



Training



- We train officers to serve their students, faculty, administration, and community as a school resource officer, *and to become a part of the educational community*, but we fail to “share” the training with either administration.



Evaluation

Evaluations are an important communications tool

- Between School Administrators and the SRO Supervisor
 - How is the program going?
 - Is the Officer performing, showing up, problems?
- SRO Supervisor
 - Sets up needed training
 - Records and tracks problems for future *actions* that may be needed
 - Knows and understands what the SRO can and can't do.... and why
 - Keeps up-line supervisors up to date

Evaluations from the Dept. Supervisor to SRO

- Input on job performance.....Good or Bad
- What's working, areas to improve
- All the pieces of the puzzle must be in place for the SRO Program to work properly...
- Supervisors and Evaluators must know and understand what the SRO can and can't do.
- *Do not have someone evaluate the officer or program that has not been trained*





Strategies That Work

Don't be afraid to try something different...



*The Responsibility of
Being Responsible !*



- Posters
- Handouts
- Displays
- School Crime Watch
- School Clubs (Poetry/Arts)
- Activities
- Sports
- Mentoring



Successful SRO Program

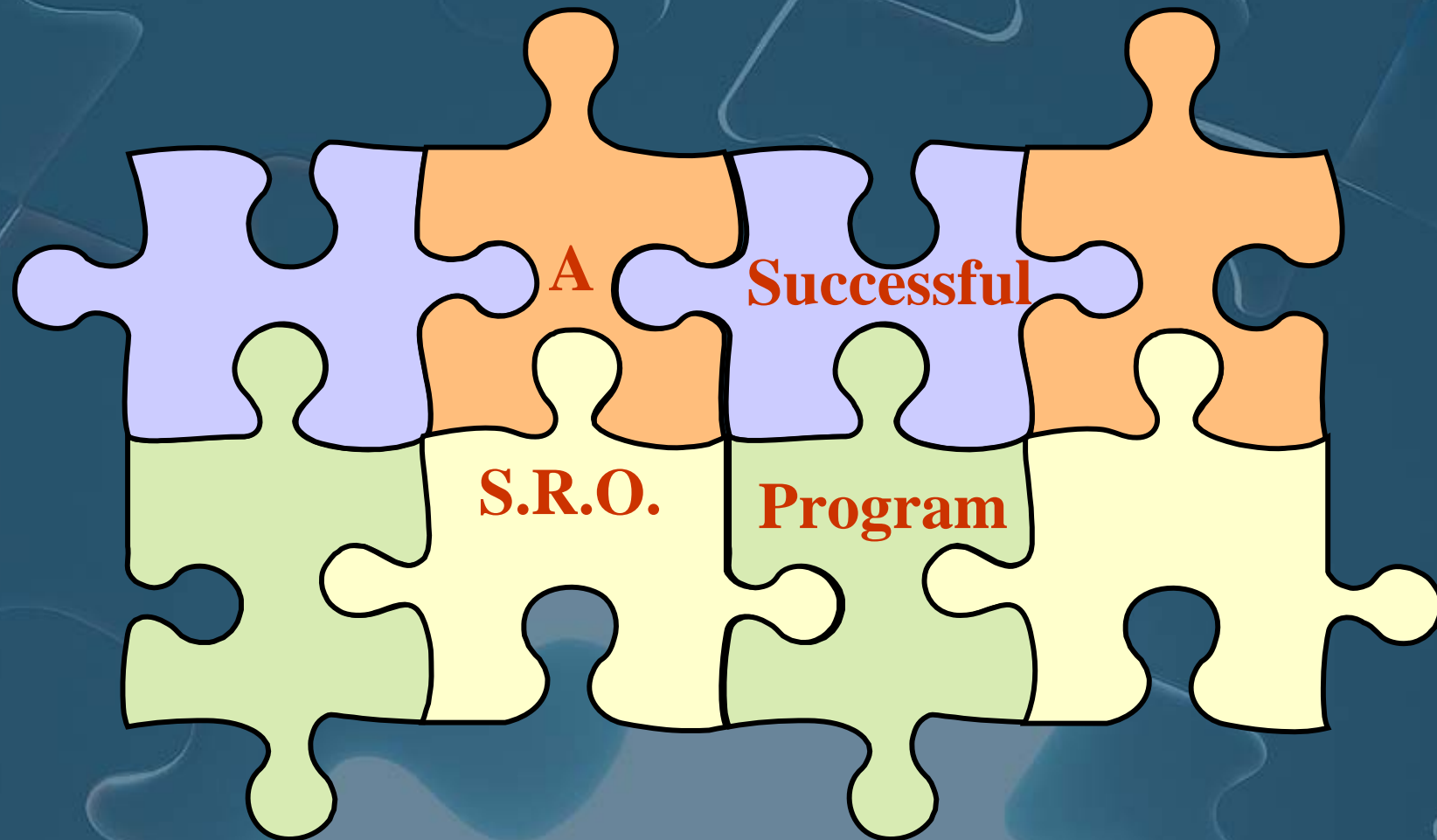
- Communicates Openly
- Provides Workshops and Training...for Everyone Involved in the Program...*Including* Teachers, Parents
- Actively Sells the Program to the Entire Community, or...
- *The Program Might Fade Away*





But...

Putting It All Together Equals...



Thank You for Your Time and Interest